

# FOLIO

UNIVERSITY OF ALBERTA  
15 MAY 1992



## INSIDE

- Dean Patricia Clements and colleagues in Arts adopt employment equity report
- Campus Security has to stop 'ambulance' service
- Philosophy professor examining freedom of commercial expression

## University, academic staff reach memorandum of agreement

The Board of Governors of the University of Alberta and the Association of Academic Staff of the University of Alberta have reached a memorandum of agreement. The agreement calls for "salary scales and salaries in payment to be increased on 1 July 1992 by one percent plus \$690 per annum per staff member."

The agreement, which affects about 2,000 employees, was ratified by the staff association and Board of Governors 1 May.

In accordance with the Faculty, Library and Faculty Service Officer agreements, a merit increment pool equal to 110 percent of the number of eligible staff members will be established with awards from the pool to take effect 1 July 1992. (The merit increment pool costs about 2.2 percent of payroll.)

John McDonald, Vice-President (Academic), said, "I'm very pleased with the settlement. The University is experiencing some difficulty getting its spending in line with its revenues. I'd like to acknowledge the genuine effort that the academic staff association made in helping to achieve a salary settlement that makes a useful contribution towards balancing revenues and expenditures."

"It's very satisfying to me to know that even during difficult times, the academic staff, in ratifying the agreement, has the overall interests of the University at heart."

Brian McDonald, Associate Vice-President (Academic Administration), said on average salaries will increase by two percent per annum. "The actual percentage will vary according to the individual because the settlement has two components, a one percent on scale plus \$690 per annum," said McDonald. "The lower paid people will have a higher percentage increase and the higher paid people will have a lower percentage increase."

The settlement's split between a percentage increase and dollar amount is a principle both the Association and the Board agree on, said AAS:UA President Jim Marino. "That's an attempt to try to keep the younger people on staff," he said, acknowledging that it's not a great deal of money.

McDonald characterized the negotiations as intense, longer than normal and difficult. "In the end, the staff association was very responsible and cognizant of the University's financial plight, and I think that was evident in Dr Marino's comments throughout the negotiations."

Dr Marino said the settlement was seen by the AAS:UA negotiating team as the staff's contribution to the University's attempt to reduce the deficit. "We made that known to the Board. To the extent that the budget is attempt-

ing to deal with a projected deficit, we feel that the academic staff has made a contribution."

Pension reform, likely to include provisions for increasing contributions to cover unfunded liabilities, is expected to have an impact on University and employee finances.

McDonald said there is still a state of uncertainty about the University academic pension plan. "The government has not made a final decision about what's going to happen," he said, noting that meetings with the Minister will be taking place this week and should clear up some of the uncertainties.

"They intend to pass legislation this spring. It may well be that there will be contribution increases for the University's academic pension plan as early as July. I wouldn't at all be surprised," he said, noting that those increases would likely be phased in over several years.

Non-Academic Staff Association President Anita Moore said contract negotiations between NASA and the University are continuing. Traditionally, NASA has traded off salary for benefits, on the understanding that it was a tough year, she said. "Last year we settled for three percent, but if you look at the settlements last year across the province, the average settlement was well over five percent in other government-related institutions."

## This SUPERFARM yields enjoyment

For five hours on Saturday, 6 June, the Edmonton Research Station (University Farm) will become SUPERFARM, and Edmontonians are invited to enjoy every minute of it.

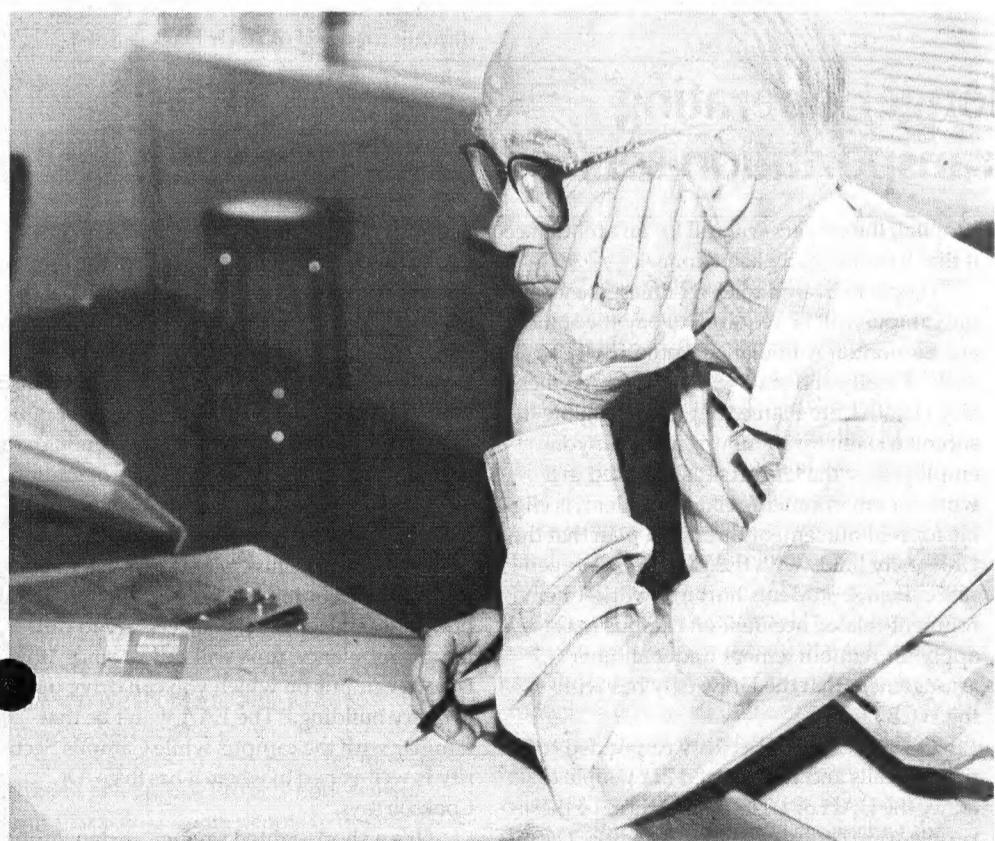
'Family Day at SUPERFARM', to run from 11 am to 4 pm, is a time for fun and learning, as presented by "your farm in the city."

Activities are plentiful and range from baking bannock and riding on a haywagon to taking a seat on a bale of straw and hearing researchers discuss the latest high-tech applications to farming. There will also be demonstrations and displays of the see-touch-ask questions variety.

"Come and have fun, it will be a great day for all," says Judy Goldsand (Public Affairs), who is coordinating the event in cooperation with the Faculty of Agriculture and Forestry.

Visitors can bring a picnic lunch or buy food and drinks on-site. Admission and parking are free; the SUPERFARM entrance is at 60 Avenue and 115 Street. Buses #68 and #69, which run between the University and Southgate, pass within a few blocks of the entrance.

For more information on 'Family Day at SUPERFARM', dial the U of A Public Affairs Campus Events Line (492-7073) or call 492-2325.



Frank Meston of Edmonton is a picture of concentration during drawing class at Spring Session for Seniors. The three-week program (4 to 22 May) is for residents of Alberta who are 55 years and older. Besides drawing and painting, participants can take university-type courses in history, law, music, religion, philosophy, creative writing and other subjects.

## University's 1992-93 budget estimates approved by Board of Governors

The 1 May meeting of the Board of Governors saw the approval of the 1992-93 budget estimates. The budget calls for expenditure reductions of approximately \$5 million.

Board member Bill Grace said the final budget will likely come before the Board in the next meeting or two. "There are a number of items in the budget estimates that have not yet been decided," he said. Approving the estimates will allow the administration to get on with what has to be done, "since we are now into the start of the new year."

We have provisions in the budget estimates for these items, Grace said, noting that the salary agreement with the Non-Academic Staff Association had not been concluded and, although a recent agreement had been struck with the Academic Staff Association, the effects on the budget of that agreement had not been calculated.

On average, teaching unit budgets will be reduced by two percent and other units' budgets will be reduced by 2.25 percent. According to Vice-President (Finance and Administration) Glenn Harris, the budget situation is similar to that of 1991-92.

Tax cuts to departments will be applied differentially again this year. The Vice-President (Academic) has decided to cut the budgets of the Faculties of Arts, Education, Pharmacy and Pharmaceutical Sciences and Science by 1.8 percent; the Faculties of Business, Dentistry, Engineering, Graduate Studies and Re-

search, Law, Medicine, and Rehabilitation Medicine by 2.0 percent; the Faculties of Nursing, Home Economics, Physical Education and Recreation and Saint-Jean by 2.5 percent; and the Faculty of Agriculture and Forestry by 3.75 percent. The School of Native Studies' budget will not be cut.

The Vice-President (Finance and Administration) will cut Personnel Services and Staff Relations by 0.5 percent, Office of the Comptroller by 1.97 percent, Physical Plant by 2.25 percent, Materials Management by 2.58 percent, and Pensions and Benefits Administration and Technical Services by more than 7 percent. Budget and Statistics' budget will not be cut.

Under the Vice-President (Research), cuts will range from zero to 0.5 percent for the Research Grants Office, Intellectual Property and Contracts Office, the Devonian Botanic Garden, the Canadian Circumpolar Institute, the Centre for Gerontology and the Canadian Institute of Ukrainian Studies.

The Vice-President (Development and Community Affairs) will cut budgets by 2.25 percent.

The Vice-President (Student and Academic Services) will not cut Campus Security and University Press budgets. Computing and Network Services' budget will be cut by 2.3 percent, Student Services by 2.39 percent and Library, Office of Human Rights and Office of the Registrar budgets will be cut by 2.4 percent. Grace said Printing Services and the Bookstore budgets will receive special scrutiny this year.

*Continued on page 4*

# Faculty of Arts approves report of Task Force on Employment Equity

About 200 academics and students fill Council Chamber

Some argued that it would give too much power to administrators. Others said it was too weak. But in the end, Faculty of Arts professors turned out en masse 29 April to endorse the Report of the Dean's Advisory Task Force on Employment Equity by a vote of 125 to 52.

Task Force Chair Graham Lowe (Sociology) said the objective 13 months ago was to come up with concrete, workable recommendations for employment equity in the Faculty. "I believe we've succeeded," he said, noting that task force members quickly realized that if it [the report] had any chance of working it would have to be a bottom-up process. He acknowledged that it has been criticized as too moderate.

The document is the Faculty of Arts' response to the July 1990 Report of the President's Commission for Equality and Respect on Campus. The Dean's Advisory Task Force chose to focus on employment and educational equity, believing that the employment equity recommendations are at the core of the President's Report.

The Report states, "The Faculty of Arts is strongly committed to employment equity. We will strive to remove any barriers in our employment systems which may inhibit the hiring, retention and career advancement of women, visible minorities, native Canadians and persons with disabilities."

The heart of the [Faculty of Arts'] document, said Dr Lowe, is that departments will come up with their own employment equity plans. "There are two closely linked recommendations in the document," he said. "The first is that departments engage in a self-study process through which they arrive at their goals and employment equity plans." (The task force is suggesting that departments also move beyond those goals into areas of educational equity.)

"The second recommendation is for the establishment of a faculty equity resource committee; this committee is a facilitator and nothing more. It will have a three-year life, will not do any monitoring, will not impose any policies of its own, but, rather, will assist departments as they engage in what we see as a very fundamental planning exercise," Dr Lowe said. The document makes a number of suggestions to use as departments engage in the process.

Leon Craig (Political Science) said, "The first assumption seems to be that in our Faculty various kinds of people have not received equitable treatment in the past, otherwise these actions would make no sense. What is the evidence for this, such that numerous procedures, special efforts are now called for? It is curious to me that there is an absence of any evidence whatsoever for what seems to me to be the fundamental premise of this report."

Referring to a sentence in the document stating that "... numerical objectives would guide a department's actions and provide it with a way of evaluating its progress," Dr Craig said, "I'm not sure that I understand the distinction between numerical objectives and quotas. Is it that quotas might determine one's choices whereas numerical objectives merely bias one's choices?"

There is an abundance of evidence that barriers have existed and still exist for women, aboriginal people, visible minorities and people with disabilities, Dr Lowe responded, and that evidence goes back as far as 1975 to include the Senate Task Force on the Status of Women. On the second point, Dr Lowe said there is no subtext, no hidden agenda. "When we say no quotas, we mean no quotas ... but in any planning process it's very useful to set objectives, otherwise you don't know whether you've made any progress."

Lesley Cormack (History), who voted for the adoption of the task force's report, said, "I

feel this report is so moderate that it lacks the teeth it really needs. I think it should have been stronger and given us a few more recommendations to work with. Having said that, I think this is the minimum that we need to do in order to try to redress some of the problems.

"I think we need to do this very rapidly because of problems of retention of people. It's all very well to hire people, but if they don't feel the climate here is friendly and that we're trying to increase the numbers of the various groups, then we'll see people leaving."

Tony Fisher (Anthropology) said the issue of climate is crucial. "It is sometimes difficult for me to explain to aboriginal students what it is that makes the University special, when they feel that many of the things that are important to them aren't the least bit important to academics."

Tom Powrie (Economics), whose proposed amendments to extend employment equity to all groups were defeated by the Arts Faculty Council, said the definition of employment equity in the report is extremely vague and would allow administrators the flexibility to actually define policy. "When we give administrators vague definitions, we are abandoning our responsibility to tell them what to do."

"To the extent that this whole exercise is about removing barriers, I'm with you, but what worries me is that it seems to go quite a lot beyond that, not only to remove some barriers but to create some other ones."

Shirley Neuman (English) said she appreciated the report's bottom-up approach. "It leaves us in our individual departments free to discuss equity in the context of our particular hiring needs." I've spent the year on leave and visited other universities in Canada, and this is far and away the most moderate employment equity policy at any university that either has a policy or is in the process of implementing a policy, Dr Neuman said.

Don Carmichael (Political Science) said he supported the report reluctantly "because I

expected and hoped for something stronger. I think moderate is a very strange word to use about this report. We want to remember that a great many of us—perhaps a majority of us—wanted something more and stand for something stronger than this."

On the issue of whether the report is consistent with General Faculties Council policy, President Paul Davenport said in a letter to Dean Patricia Clements that, "We believe that in both tone and content the report is fully consistent with our GFC Employment Policies as contained in Section 48 of the Policy Manual and that it is in the spirit of the approach to employment equity set out in the Annual Report of the President of last November."

The task force also had recommendations for the University, most of which are being addressed, Dr Lowe pointed out. Those recommendations include: creating more child care spaces on campus; establishing parental and family-leave policies for all staff; developing a spousal placement assistance program; thoroughly examining Faculty of Graduate Studies and Research policies and programs to determine how to attract and retain greater numbers of students from designated groups; expanding the President's recruitment fund; preparing brochures describing the resources, support networks and amenities at the University and in Edmonton; and improving the terms and conditions under which sessional instructors work.

Gurston Dacks (Political Science) said the Faculty has a budget of \$38 million, 80 percent of which is devoted to salaries. "Any organization which aspires to excellence necessarily must be self-conscious and self-critical about the quality of the input it is buying for 80 percent of its budget."

"What we are talking about is personnel planning. We have to constantly review the policies by which we obtain this input and retain the excellent colleagues we work so hard to attract." The market will be increasingly difficult for the U of A, Dr Dacks added.

## FOLIO

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## Campus Security no longer operating emergency medical transportation service

Campus Security has had to withdraw the emergency medical transportation service that it has operated for a number of years.

"The main reason [for discontinuing the service] is that we no longer qualify to provide this service with the training and equipment we have," says Campus Security Director Doug Langevin.

Under Alberta's new Ambulance Services Act, it's imperative that ambulance crews be Emergency Medical Technicians. Campus Security staff, while skilled in first aid and cardiopulmonary resuscitation, are not EMTs. Other changes to the act mean that the emergency medical vehicle run by Campus Security would have to be modified and a separate parking facility would have to be constructed.

"The act makes it impossible for us to operate our [private] ambulance legally," Langevin told *Folio*.

Campus Security officers will still respond to all calls and provide care if they judge the injury/illness to be minor in nature. If necessary, the officers will use their (regular) vehicle to drive the injured person(s) to the University of Alberta Hospitals (UAH) or University Health Services (UHS). Should the situation demand an emergency trip to the

hospital, the officers will call for an ambulance if that hasn't already been done.

People delivered to UAH Emergency from the campus will be required to pay the standard Edmonton Ambulance Authority fee of \$180. (Faculty and staff who have Supplementary Health Care Plan coverage are eligible to submit a claim for reimbursement. Anyone employed by the University, if injured in a work- or environment-related accident, is eligible for reimbursement through a plan that the University holds with the Workers' Compensation Board. Students hurt in a work- or environment-related accident on campus may apply for reimbursement under another arrangement that the University has with the WCB.)

In 1990, Campus Security responded to 252 first aid calls and transported 211 people to either the UAH or UHS. Thirty-three of these people were confirmed stretcher cases. These figures haven't changed significantly in the past year, says Dennis Dahlstedt of Campus Security's Training and Community Relations Office. The majority of the calls pertained to either athletic injuries or accidents in the University's residences.

Campus Security has turned its private ambulance over to the Physical Plant Vehicle Pool and informed the Edmonton Ambulance

Authority of the withdrawal of the service.

EAA Director Don Henderson says the move doesn't necessitate any changes on the part of his staff. "We've notified [our] staff on the street and in Communications. Since it's been in place, I haven't heard of anything untoward happening." He adds that the number of injuries that occur on campus isn't high enough to have a significant impact on EAA's operation.

Frank Cookson, Director of University Health Services, doesn't like the change for two reasons: the University is no longer able to transport sick or injured people in a horizontal position, and, should it be necessary to call for an ambulance, time will be lost since "this is not a campus on which you can drive up to every building." The EAA won't be that familiar with the campus while Campus Security is well-versed in where it has to go, Dr Cookson says.

"It's a short-sighted saving ... a dangerous saving, shall we say."

Dr Cookson suggests that funding be sought to allow Campus Security to resume the transportation service.

Langevin says Campus Security would like to return to offering the service but thinks that's unlikely because it would mean "getting the right vehicle and retraining staff."

# Hybrid electric car project a step closer to reality

## Healy Ford presents students with Escort station wagon; large turnout at first meeting

University of Alberta engineering students recently took possession of a Ford Escort station wagon from Healy Ford. Their objective is to convert the car into a hybrid electric vehicle.

"This is probably one of the largest student projects ever attempted at the University of Alberta," says Ken Workun, leader of the finance group. "One of our main goals is to make the car respond to the needs of drivers in Canada, using Alberta technology wherever possible."

The students' proposal is one of 30 chosen from across North America for a competition sponsored by the Ford Motor Company, the Society of Automotive Engineers International and the US Department of Energy. (Only one other Canadian proposal, that from Concordia University students, was selected.)

The hybrid electric car to emerge from the 1992 Ford Escort station wagon must be powered by an internal combustion engine and an electric motor. Electric power would typically be used for in-town trips, while the combustion engine would be used for out-of-town trips.

Administration group leader Rob Martin, a third-year electrical engineering student, says, "Since submitting our proposal to Ford last December, the project design philosophy has been refined as we acquire an increased understanding of the necessary technology. The key design objective is to create a vehicle which is both acceptable to the public and suitable for mass production in the near future."

Student organizers had an overwhelming response to their recruiting efforts, with more than 200 people attending the first meeting. Five groups were subsequently formed: batteries group; electric motor and drive group; digital and control systems groups; internal combustion engine/mounting group; and finance and administration group.

The project, located in Temporary Lab 126, is expected to be completed next February, so final testing and modifications can be completed by April. The competition is scheduled for June 1993 in Dearborn, Michigan. Meanwhile, the students are soliciting federal and provincial agencies and private sector companies in hopes of attracting funding to help pay for materials.

"We know that local engineering firms and corporations must get behind this project, and although this is a student project, we can't be successful without the help of industry," Workun says.

## GRADUATE STUDENTS' FINANCES COMING UNDER STUDY

The Graduate Students' Association and the Population Research Lab will be conducting a study this fall on the state of graduate students' finances.

"Nobody knows what the state of graduate student finances are," said GSA President Steven Karp at the Board of Governors meeting 1 May. There is anecdotal evidence to suggest that some graduate students at the U of A can make up to \$30,000 or \$40,000 a year, while others live on \$40 a month.

"This will be groundbreaking work," said Karp. The study will provide data on which policy can be based.

## THE UNIVERSITY OF ALBERTA'S STRATEGIC PLANNING TASK FORCE INVITES SUBMISSIONS

For a copy of the Key Issues Document, contact:

Dr Peter Taitt  
3-20 University Hall  
Telephone: 492-3540  
Fax: 492-1439

Public meetings June 25 and 29, 1992  
8-5 pm, 2-115 Education North

## Five departments to observe leadership change

The Educational Affairs Committee has advised the Board of Governors of the following appointments and reappointment of Department Chairs, effective 1 July for a five-year period: Mark Dale (Botany); Abram Konrad (Adult, Career and Technology Education) (reappointment); Shirley Neuman (English); Rosemary Nielsen (Classics); Robert Thornberry (Romance Languages); and Jane Watkinson (Physical Education and Sport Studies).

Dr Dale, a graduate of the University of Toronto and of Dalhousie University, received his first appointment at the U of A in 1981. His research interests are: statistical plant ecology, combinatorics, the effects of oil spill chemicals in fresh water, and prairie restoration with native species.

Dr Konrad is a Stanford University PhD. He has been a member of the faculty since 1971 and Chair of the Department of Adult, Career and Technology Education since 1986. Governing boards in higher education and professional development needs and activities are among his research interests.

Dr Neuman holds BA (1968), MA (1969) and PhD (1976) degrees from this University and was appointed an assistant professor in 1977. Of special interest to her are representations of women in culture, gender and genre, and feminist literary theory and criticism.

Dr Nielsen excels as a teacher, as evidenced by her having received the Rutherford Award (1985), the Faculty of Arts Undergraduate Teaching Award (1990), the American Philosophical Association's Award for Excellence in the Teaching of Classics (1990), and a 3M Teaching Fellowship (1991). Her primary research interests are Greek and Latin poetry and women's studies in classics.

An alumnus of Queen's University, Belfast, and McMaster University, Dr Thornberry earned his PhD at the University of Alberta in 1973. His research interests include French literature of the "entre-deux-guerres" and the interaction of history, ideology and literature.

Dr Watkinson is concerned with physical activity patterns of children and adults with physical disabilities and the assessment of skills of learning disabled children. She was Acting Dean of the Faculty of Physical Education and Recreation in 1990-91.

## Reception for Associate Vice-Presidents Evans and Kieren

Members of the University community are cordially invited to attend a wine and cheese reception on Friday, 12 June, 3:30 to 6:30 pm at University House, to honour Dr Brian Evans and Dr Dianne Kieren for their dedicated and outstanding service to the University as Associate Vice-Presidents (Academic).



## SENATE

## BRIEFS

In his report to Senate (24 April), President Paul Davenport touched on the closing (to the province's universities) of Alberta Advanced Education's Endowment and Incentive Fund. He said the matching program began about a decade ago, at a time when fundraising was really peripheral to the U of A community. "Universities around the continent are raising funds without matching dollars so we should be able to do so too," the President told Senate.

Senate approved a proposal for the establishment of a Special Projects Endowment Fund that would invite people to donate to either the fund itself or the expenditures account. The donor target group would be current and former Senators, although the "ask" would not be limited to them.

A limited number of Senators took to the road in April, holding discussions in Onoway and Morinville. Our initial concern that we would draw a handful of people and be asked few questions was quickly put to rest, Public Relations and Community Affairs Committee

member Graham Cheeseman reported. The rapport between townspeople and Chancellor Mactaggart, Senators, Dean Dennis Foth (Extension) and Senate Executive Officer Mary Totman was such that the meetings went well beyond the time allotted and the visitors were invited to return. Senate endorsed Cheeseman's suggestion that it continue to go afield and cast its net even wider.

In talking about the University's international connections, International Centre Director Bruce Caldwell said the number of foreign students on campus declined by 50 during the past year, or since the differential fee for foreign students went into effect. Can foreign students access loans in the community? The answer is almost entirely no, Caldwell stated. His counterpart at Alberta International, Wilf Allan, said part of the problem is an absence of policy at the provincial level concerning the international directions that should be taken. "What are our international goals and what sort of fees should go along with them?" he asked.

Allan, saying that the 1979 Senate Task Force Report on International Students was "far-sighted and comprehensive," suggested that "perhaps it's time for another task force

that would help us look at the international vision and goals for the next twenty years."

Three individuals were elected to Senate for three-year terms which begin 1 July: Iris Evans, Reeve of the County of Strathcona; Elizabeth Anne Pearson, an active member of Edmonton's volunteer community; and Stephen Black, an Edmonton lawyer.

Re-elected to Senate for a second three-year term were: Ken Balkwill, Dan Daniels, Arthur Denson, Bernie Keeler, Colin McDonald, Mary O'Neill and Ben Steblecki.

The Students' Union will be represented on Senate by Jody Robbins, Sasha Krstic, Craig Watt and Terence Filewych. Filewych is Vice-President (External) of the Students' Union for 1992-93 and as such will also be a representative to the Senate Executive. Each student will serve on Senate for one year.

Senators whose terms expire at the end of June are Dorothy Allan, Randy Boissonnault, Martin Kennedy, Suresh Mustapha, Margaret Robinson, Marlene Cox-Bishop, Delphine Davidson, Partick Harden, Bill Henning, Mary Lobay, Al Mackay, Brendon O'Neill, Marilyn Shortt and Michael Welsh. Mrs Lobay was a member of Senate for 12 years, six years as an elected member and six years as a Board of Governors representative.

## Budget

Continued from page 1

The 1992-93 budget will include a reserve fund. Grace said in the event the budget numbers don't come in as expected, it will be vital to have the one percent reserve because the University is by law required to have a balanced budget. "We're going to take \$2.5 million which we anticipate will be the balance of the Unallocated Income Fund at the end of 31 March 1992, and that will become part of that operating reserve fund."

On the revenue side of the budget, the University expects to receive \$253.63 million from the Government of Alberta and \$41.58 million from instructional fees—its two major sources of operating funding. "Since the Unallocated Income Fund can no longer be relied upon to finance deficits, this budget must be based on realistic assumptions," Harris outlined in budget documents.

Total revenue is estimated to be \$314.87 million and total expenditures are estimated to be \$320.28 million. In order to achieve a balanced budget, about \$5 million will have to be cut from expenditures, Harris explained. Ancillary departments are estimated to have revenues and expenditures of about \$104 million in 1992-93.

Students' Union President Randy Boissonnault said, "We have to work on process in the way students services fees are determined. At Board Finance Committee we will be discussing process. We wanted to make it clear that in supporting the estimates today, we did not support the proposed Student Services Fee as it is currently, due to the fact that we need more information."

Jim Marino, President of the Association of the Academic Staff, said the budget will likely have more serious personnel consequences for the nonacademic staff than for the academic staff, although the declaration of financial exigency will likely mean the University will lay off at least one administrative professional officer this year.

"Anytime the University has a projected deficit budget and has to make drastic cuts in operating in order to eliminate that deficit, that reputation gets out," he said. "That especially, coupled with remarks made last year by Board members regarding tenure, could hurt academic recruitment, and we already have on record at least one senior person who left as a result of pension changes."

Non-Academic Staff Association President Anita Moore said NASA is not clear yet just how many people will be laid off as a result of another difficult budget year. "What happens with the way the cutbacks are structured is that they are assigned on a percentage of budget basis. Those departments that have a higher percentage of lower paid clerical staff will have to have more bodies to meet that percentage."

"Right now there's about 60 people on a recall list that have been laid off in the last two years, and they're still looking for work."

Moore said the continuing lack of capital funding is going to have a severe impact on NASA members. People who work in Physical Plant, Technical Services, Housing and Food Services, and Building Trades are all affected when there's no capital money.

While larger departments and Faculties have their own maintenance people, smaller departments must rely heavily on Technical Services and Physical Plant. The smaller departments simply don't have the money to do routine maintenance and they tend to put it off, Moore said. Furthermore, there's pressure on units like Technical Services to charge for their work to recover their costs.

## Michael Roeder: the professor as student

One reason that Michael Roeder, teacher, has become Michael Roeder, Rutherford Award-winning teacher, is that he's very much a student.

To explain: Professor Roeder (pronounced Rader), of the Department of Music, is a teacher who, while he's "gained some knowledge," is still a student who enjoys "sharing in the exploration with students. Being a professor," he says, "means you're a student all your life and you're constantly exploring and learning." Physically, Professor Roeder is alone at the front of the classroom. Philosophically, he's in the students' midst.

A love of music came over him at the age of 12 (his heroes as a teenager were Stan Getz and Igor Stravinsky), and he might have become a composer or professional musician were it not for the fact he got a part-time job teaching the fundamentals of music. At the end of the last class, a student stayed behind, placed his backpack on the grand piano, took out two glasses and a bottle of Mateus, poured generously and toasted his teacher. That helped point him in the direction of the teaching profession; two other events set him in motion. He had just earned his PhD in Historical Musicology and was faced with a job market that was "extremely tight, even more so than now." There was a late resignation at his alma mater (the University of California at Santa Barbara) and, at about the same time,

Professor Roeder's students (perhaps led by the wine fancier) presented a written petition that urged administration to have him retained in a permanent position.

It was in 1974 that Professor Roeder, hearing of an opening at the University of Alberta's Department of Music, applied and secured the appointment. (He had visited western Canada earlier and liked it very much.) He has taught three of the four composer courses offered at the 400 level and given seminars on diverse topics, for example, Romantic Chamber Music, Mozart Operas, the Classical Sonata and Haydn Symphonies. In the fall, he and Brian Harris, a 1991 recipient of the Rutherford Award, will team-teach a course on the music of JS Bach.

In 1977, Professor Roeder, discerning a need for a jazz history course, made the right sort of overtures because he soon found himself talking to students about seminal figures like Jelly Roll Morton, Duke Ellington and Miles Davis. (Professor Roeder says he loves jazz and classical music equally. "I don't think it's unusual to appreciate both although some people do.")

The History of Jazz course is not a requirement for any curriculum and attracts students from many disciplines. His course on Beethoven has about 20 students, most of whom are BMus undergraduate students.

Professor Roeder enjoys teaching both and, while some students from other departments lack the theoretical knowledge of Department of Music students, he's willing to make an extra effort to help them. "I want to be a good teacher and communicate with students. I'm always looking to modify things."

He has his musical likes and dislikes ("Miles Davis was a fascinating leader who changed styles frequently; Liszt's ideas about music are fascinating, but the results are flat and repetitive"), but doesn't reveal them in his teaching because he wants students to develop their own judgments.

Professor Roeder has attended various University Teaching Services seminars and "taken away ideas from them and also from colleagues." On one level, Professor Roeder acknowledges that one doesn't capture the Rutherford Award without others' help. On another level, he knows that the honour is based upon an individual's ability to instill knowledge in students. That he can do that consistently is a tribute in itself because music, being so abstract and not bound by words, does not easily lend itself to discussion.

"The Rutherford Award means that my contributions in the area are recognized. It's exciting that my students and colleagues value my teaching that much," Professor Roeder says.

## Books presented in honour of retiring faculty strengthen Bunyan collection

The Friends of the University of Alberta usually get in touch with Special Collections Librarian John Charles when they wish to buy books, whether as a means of honouring retiring faculty or for some other purpose. The reverse held true recently as Charles, having heard that a New York dealer was putting some rare and early editions of works by John Bunyan on the market, wasted no time alerting the Friends to the opportunity.

More quick action resulted in the acquisition of six volumes that, on 23 April, were presented to Special Collections by the Friends. David Norwood, Chair of the Friends, did the honours, and Jim Forrest, Professor Emeritus of English and a leading authority on Bunyan's life and work, responded on behalf of the faculty.

Dr Forrest said the Bunyan library is not just a museum piece but a collection that is used extensively, particularly by doctoral students. Most people know Bunyan as the author of *The Pilgrim's Progress*, but he was prolific, producing 60 books in his 60 years (1628-88), Dr Forrest pointed out. He also said that only the British Library, the Huntington Library in California, and, perhaps, the Bunyan Museum in Bedford, England, have better collections than the U of A.

"As we [retiring faculty] travel on in the manner of Bunyan's Pilgrim, we leave something behind us that will speak to future generations of students," Dr Forrest told the gathering in the Stollery Centre.

President Paul Davenport commented that in the past 30 to 40 years the University has made a remarkable transformation from strictly regional prominence to national and international prominence and that the 90 retiring faculty were instrumental in bringing about that change.

Ernie Ingles, Chief Librarian and Director of Libraries, defined the soon-to-be professors emeriti as "a class of men and women who have lived by the book, as it were."

The books received by Special Collections are: the first edition of *The Christian Pilgrim*, an adaptation for children of *The Pilgrim's Progress*, published in 1798; the fifth edition of *The Christian Pilgrim*, published in 1810; *The Doctrine of the Law and Grace Unfolded*, the first American edition of one of Bunyan's earliest



Jim Forrest, David Norwood and John Charles (left to right) cast an eye over three of the commemorative volumes. The presentation paid tribute to academic staff who are retiring at the end of June.

works, published in 1742; *The Heavenly Footman*, published in 1724; *The Holy War, made by Shaddai upon Diabolus, for regaining of the metropolis of the world*, an allegorical fiction, published in 1738, that is regarded as Bunyan's second great work; and *The Pilgrim's Progress*, published in 1813 in Cincinnati. This volume, the first edition to be printed west of the Allegheny Mountains, brings to 54 the number of editions of *The Pilgrim's Progress* on Special Collections' shelves.

## SELECTION COMMITTEES FOR DEANS

Selection Committees for Deans are being established for the Faculties of Arts and Business.

The GFC Nominating Committee requires for each of these committees one academic staff representative from Category A1.0, from outside the Faculty concerned, elected by General Faculties Council. For Category definitions, see Section 5 of the GFC Policy Manual. In brief, Category A1.0 includes full- and part-time continuing academic staff. If you have any questions regarding Categories of Staff and/or eligibility to serve on these committees, contact Garry Bodnar, Coordinator, GFC Nominating Committee, 2-5 University Hall (extension 4715).

If you wish to submit a nomination, please forward a letter of nomination and a brief résumé to Mr Bodnar at the above-noted address by 25 May 1992.

## WORKSHOP TO DEAL WITH APPLYING TO THE MRC

Lewis Slotin, director, Programs Branch, Medical Research Council, will visit the University of Alberta on Tuesday, 26 May. There will be a workshop on MRC research funding during the afternoon (1:30 to 3:30). Dr Slotin will discuss MRC policies and procedures and the Council's perspective on the application process. The workshop, to be held in classroom D, second floor, Walter Mackenzie Health Sciences Centre, will also feature presentations by several faculty members who have been successful in obtaining MRC funding and have sat on MRC selection committees.

It is not necessary to register for this workshop, however, if those interested in attending require more information, they are asked to contact Susan Babcock, Coordinator of Programs, Research Grants Office, at 492-2938.



### Quality teaching's their stock in trade

The 1992 recipients of the Rutherford Award for Excellence in Undergraduate Teaching compared notes at a reception at the Faculty Club on 6 May. President Paul Davenport, students, colleagues and family members turned out to congratulate (left to right) Michael Roeder, Ted McClung, Olive Yonge, Ronald Whitehouse and Tony Lau.

### Rutherford Award recipient keeps tabs on what it's like to be on the receiving end

Over the years, Ronald Whitehouse (Medical Microbiology and Infectious Diseases) has taken university courses for credit in the arts and sciences. "In this way I never lose touch with what it is like to be on the receiving end, and I gear my teaching to the way that I would like to be taught, with a little humour thrown in," says Dr Whitehouse.

A recipient of the 1992 Rutherford Award for Excellence in Undergraduate Teaching, Dr Whitehouse says, "Of all my academic responsibilities my love is teaching. I enjoy being able to impart some of my knowledge to others in a way that excites students and encourages them to want to ask questions and find out more about the subject I am teaching, either from me or from other sources."

Dr Whitehouse, who has taught at the U of A since 1969, explains that the final test of effectiveness of a teacher is how well the students have learned the material and how, in the students' opinions, this has been encouraged and facilitated by the instructor.

"The proof of the pudding is in the eating!"

Students in his classes say Dr Whitehouse is a great teacher. One 400-level student says, "In my four years at this University, Dr Whitehouse has been by far one of the best profs I have had the pleasure of being in-

structed by. He is always friendly, enthusiastic and informative. I have learned more from this instructor than I ever imagined and will be almost sad to see it end. I hope he continues to teach—his skills are superb."

Dr Whitehouse has a number of teaching strengths. According to departmental colleague MJ Diadio, Dr Whitehouse demonstrates great initiative and ingenuity in the use of audiovisual teaching aids. "He is always available to his students and spends much extra time helping, instructing, answering questions and solving problems," says Dr Diadio.

Furthermore, Dr Whitehouse designs his teaching style and emphasis to make the material meaningful to the specific discipline of the students. For example, when he taught a microbiology course for nursing students, Dr Whitehouse gave students an opportunity to determine how this information could be applied to nursing, even in the first semester of their program, says Deanna McFayden (Manager, Program Support).

Medical Microbiology and Infectious Diseases Chair David Tyrrell summarizes: "Of all the evaluations that I have seen in my department, his are the best. He enjoys excellent ratings from nearly all of the students."

### Zenon Kohut directing Stasiuk Program for Study of Contemporary Ukraine

Zenon Kohut has been appointed Director of the Stasiuk Program for the Study of Contemporary Ukraine and Associate Director of the Peter Jacyk Centre for Ukrainian Historical Research.

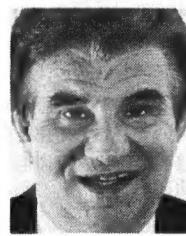
Dr Kohut is a leading authority on 18th-century Ukrainian history and a specialist on contemporary Ukraine. As head of the Stasiuk Program, he will assume responsibility for the *Journal of Ukrainian Studies*, the archives on contemporary Ukraine, and several planned publications projects.

Born in Ukraine, Dr Kohut grew up in the United States, and obtained a BA from La Salle College in 1986 and a MA and PhD from the University of Pennsylvania in 1969 and 1975 respectively.

In the 1970s, Dr Kohut was associated with the development of the Harvard Ukrainian studies project. He held a number of graduate student and postdoctoral appointments both at the Harvard Ukrainian Re-

search Institute and the Russian Research Center and taught modern Ukrainian history at the summer school. Subsequently, he taught Soviet and East European history at the University of Pennsylvania (1975-76) and Michigan State University (1978-80). From 1980 to 1984, Dr Kohut was the chief compiler and editor of the *American Bibliography of Slavic and East European Studies (ABSEES)*. Most recently, he was a senior Soviet analyst at the Library of Congress and then at the US Department of Defense.

Dr Kohut is author of *Russian Centralism and Ukrainian Autonomy: Imperial Absorption of the Hetmanate, 1760s-1830s*.



Zenon Kohut

## Shiner examining freedom of commercial expression

### Philosophy professor one of 15 Killam Research Fellows for 1992

Roger Shiner (Philosophy) believes that one of the fundamental reasons society protects freedom of expression is to protect individuals as bearers of rights.

But legal cases in the United States and Canada have extended freedom of expression provisions to corporations' activities. "This struck me as odd, if in fact the main purpose of freedom of expression protection is to safeguard individuals. What are we doing extending it to corporations?"

The answer to that question—and several related ones—isn't altogether clear in Dr Shiner's mind. In fact, he thinks there's a need to do a thorough examination of the philosophical foundations of freedom of commercial expression. Dr Shiner will be able to do just that over the next two years. He's been awarded a new Killam Research Fellowship for 1992, one of 15 awarded out of 169 applications for the prestigious awards.

While he wants to look at fundamental issues such as the nature of rights and just what entities can be regarded as bearers of rights, Dr Shiner won't have much legal scholarship to pore over because the issue of freedom of commercial expression has been largely ignored.

Organizational theory, however, may be more helpful. "One of the arguments for extending these rights is that corporations are in some legitimate sense of the term 'persons' and therefore it's appropriate that they should receive protection like any other person," says Dr Shiner. "There's a lot of work being done in organizational theory on the nature of organizations and the extent to which they are capable of being personified."

The Supreme Court of Canada takes it as perfectly obvious that commercial expression is deserving of protection under Section 2 [of the Charter of Rights and Freedoms]. "To me it's not at all obvious," says Dr Shiner. He hastens to add that "all kinds of regulation by the central government of the economy for reasons

of welfare and justice are completely appropriate." Dr Shiner does not always disagree with the ultimate decisions of the Supreme Court.

"What I don't agree with is a lot of the philosophical reasons behind those decisions. When the Supreme Court does uphold regulations [which limit freedom of commercial expression] under Section 1 of the Charter, it is in fact intervening in public policy." Dr Shiner, who believes the legislatures should regulate the economy and the Supreme Court should decide questions of legal justice, says "that distinction gets very blurred in cases of commercial expression."

It's a perfectly legitimate exercise for philosophers to explore ideal institutional design issues. "In the real world, however, the philosophically untidy solution is the one we have to live with," he acknowledges.

Dr Shiner wants to affect the real world, though, with the publication of his book and hopes people in the academic legal community will read it. "I want to bring about a change in the way courts look at these issues, that they take seriously the role of the Charter as a constitutional protection of individual rights and not as an excuse for fine-tuning the economy."

Influenced by Harvard University philosopher Frederick Schauer, a leading thinker and theorist on freedom of speech, Dr Shiner says he (Schauer) has argued that just because commercial speech involves words and has content, that doesn't show by itself that it's protected. "You have to show that there's some sound philosophical justification for the protection."

"Part of what I'm doing is questioning certain standard dogmas of liberal individualist society." He admits that he holds a very traditional liberal view of the role of a constitution in protecting individuals' rights, but "what I don't accept is the transfer of those kinds of liberal individual rights to corporations."

## CURRENTS



### General Faculties Council Meeting

GFC's next meeting is scheduled for Monday, 25 May, at 8 am in the University Hall Council Chamber.

- 1) Approval of the Agenda
- 2) Approval of the Minutes of 6 April 1992
- 3) Question Period
- 4) Oral Report from the President
- 5) New Members of GFC 1992-93

### REPORTS

- 6) Executive Committee Reports
  - 6.1 Summary of Meeting of 30 March 1992
  - 6.2 Summary of Meeting of 4 May 1992
- 7) Reports of the Board of Governors
  - 7.1 Report of 1 May 1992
- 8) Report of the Nominating Committee
- 9) Written Questions on Reports

### NEW BUSINESS

- 10) Faculty of Home Economics and Faculty of Agriculture and Forestry Proposed Merger: Recommendation from the GFC Planning and Priorities Committee (PPC)
- 11) Code of Student Behavior: Recommendation of the GFC Campus Law Review

Committee (CLRC) to Clarify the Code's Applicability (Section 30.6 - Student Discipline Procedures)

12) Offences Specific to the Faculty of Education: Recommendation of the GFC Campus Law Review Committee to Change the Code of Student Behavior

13) Election of Two Academic Staff to the Board of Governors

14) Other Business

### REPORTS FOR INFORMATION

- A) University Computing Advisory Group: 1991 Annual Report  
B) GFC Committee on Admissions and Transfer: 1990-91 Annual Report

### University Management Workshop '92

The deadline for applications to the University Management Workshop '92 has been extended to 21 May. That deadline will be strictly applied. Registration fees may be charged to the Professional Expense Allowance either for the 1991-92 or the 1992-93 year.

# EVENTS

## EXHIBITIONS

### BRUCE PEEL SPECIAL COLLECTIONS

Until 22 May

"Two Centuries of Bookbinding: Materials and Techniques, 1700-1900"—a travelling exhibition organized by the Canadian Bookbinders and Book Artists Guild. Hours: Monday and Friday, 8:30 am to 4:30 pm; closed weekends. B-7 Rutherford South.

### CLOTHING AND TEXTILES

Until 30 May

"What is Textile Conservation?"—explains the concerns and work of textile conservators using examples of textile treatments from the lab of Conservation Services. Hours: Monday to Friday, 8 am to 5 pm. Basement, Home Economics Building.

### MCMULLEN GALLERY

Until 25 May

"Celebration of Women in the Arts"—an exhibition which features the work of eleven women artists from Alberta. Gallery hours: Monday to Friday, 10 am to 4 pm; Saturday and Sunday, 1 to 4 pm (subject to availability of volunteers). Information: 492-8428, 492-4211. Walter C Mackenzie Health Sciences Centre.

### THEATRE

#### STUDIO THEATRE

Until 16 May, 8 pm

"Henry IV Part I" by Shakespeare. Information and tickets: 492-2495. Myer Horowitz Theatre.

## HAWKING LECTURE SOLD OUT

The distinguished British scientist, Stephen Hawking, author of a *Brief History of Time*, is coming to Alberta to participate in an international conference honoring Werner Israel. The conference, to be held in Banff, is cosponsored by the Canadian Institute for Advanced Research and the Department of Physics.

Dr Hawking's lecture on "The Future of the Universe" will be delivered Tuesday, 19 May, at 7:30 pm in Edmonton at the Jubilee Auditorium.

## History of Ukraine-Rus' being translated into English

A question Frank Sysyn and his colleagues are bound to hear frequently in the months ahead is, "How's the translation going?"

As Director of the Peter Jacyk Centre for Ukrainian Historical Research at the University of Alberta, Dr Sysyn heads a team that has undertaken the translation of Mykhailo Hrushevsky's *History of Ukraine-Rus'*, a work regarded as the most important history of Ukraine written in modern times.

"As a scholarly accomplishment, it remains unsurpassed in amassing sources and examining scholarly literature for Ukrainian history from ancient times to the mid-17th century," says a press release from the Canadian Institute of Ukrainian Studies (CIUS). "In intellectual history, the *History of Ukraine-Rus'* stands out as the major historical statement of the modern Ukrainian national revival. The importance of the work is confirmed by the

### ACCOUNTING

25 May, 2 pm

Peter Mozier, University of Leeds, "Corporate Financial Management and the City." 1-27 Business Building.

### ALBERTA HERITAGE FOUNDATION FOR MEDICAL RESEARCH

19 May, 4 pm

Peter J Hollenbeck, assistant professor, Department of Anatomy and Cellular Biology, Harvard Medical School, "Regulation of Axonal Organelle Transport: What's Directing Traffic?" Presented by Anatomy and Cell Biology. 5-10 Medical Sciences Building.

28 May, 4 pm

Ekaterini Kordeli, postdoctoral fellow, Department of Biochemistry, Duke University Medical Center, "Ankyrins in the Nervous System." Presented by Anatomy and Cell Biology. 5-10 Medical Sciences Building.

1 June, 4 pm

John A Trinick, senior research fellow, Department of Veterinary Medicine, Bristol University, "Titin and Nebulin—Molecular Rulers in Muscle?" Presented by Anatomy and Cell Biology. 5-10 Medical Sciences Building.

### CENTRE FOR RESEARCH IN MATERNAL, FETAL AND NEWBORN HEALTH

28 May, noon

Lee Adamson, assistant professor, Department of Obstetrics and Gynaecology, University of Toronto, Samuel Lunenfeld Research Institute, Mount Sinai Hospital, "Factors Determining Umbilical Pulsatility in Fetal Sheep." Cosponsor: Alberta Heritage Foundation for Medical Research. Classroom A, 2F1.01 Mackenzie Health Sciences Centre.

### DENTISTRY

28 and 29 May, 8:30 am

J Pimlott, S Compton, J MacDonald and P Wooding, "Root Planing Therapy—A Participation Program." Information and registration: Debbie Grant, 492-5023. 4069 Dentistry-Pharmacy Centre.

30 May, 8:30 am

Hector MacLean Memorial Lecture. T Donovan, University of Southern California, "Esthetic Restorative Materials." Information and registration: Debbie Grant, 492-5023. Cosponsor: Alberta Dental Association. Fantasyland Hotel.

# TALKS

### ENTOMOLOGY

15 May, 3:30 pm

Scott O'Neill, Yale Arbovirus Research Unit, Department of Epidemiology and Public Health, School of Medicine, Yale University, "Cytoplasmic Incompatibility: The Mysterious Case of the Giant Killer Sperm." TBW-1 Tory Breezeway.

### GENETICS

15 May, 3 pm

Steve Mason, Department of Molecular and Medical Genetics, University of Toronto, "Protein-protein Interactions and Processive Antitermination by Bacteriophage  $\lambda$ N Protein." G-217 Biological Sciences Centre.

### GEOLOGY

4 June, 11 am

Kevin C Hill, Department of Geology, LaTrobe University, Melbourne, Australia, "Structure and Tectonics of Mainland Papua New Guinea." 104 Earth Sciences Building.

### JOINT-CLINICAL ETHICS SEMINARS

19 May, 12:30 pm

Carl Kjellstrand, "Stopping Life Support: Lessons from Dialysis." Classroom D, 2F1.04 Mackenzie Health Sciences Centre.

### NURSING

25 May, 4 pm

Sara T Fry, associate professor, School of Nursing, University of Maryland, "Alternatives to Theory-Driven and Principle-Oriented Ethics." 2-117 Clinical Sciences Building.

### UNIVERSITY OF ALBERTA HOSPITALS

25 May, 8 pm

Beatrice Liebenberg, ACSW, psychotherapist, private practice, and assistant clinical professor, Georgetown University Medical Center, Washington, D.C., "Patient-Therapist Behaviours in the '90s." Tickets: \$5 at the door. Information: 492-6501. TL-11 Tory Lecture Theatre.

# POSITIONS



The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

### ACADEMIC

#### ADMINISTRATIVE PROFESSIONAL OFFICER, DEPARTMENT OF SOCIOLOGY

Applications are invited for the position of Administrative Professional Officer in the Department of Sociology, Faculty of Arts.

This position is responsible to the Department Chair for the planning, establishment and maintenance of an administrative support system to facilitate the teaching and research functions of the department. The incumbent would be accountable for the preparation and monitoring of budgets, timetabling, coordinating the support staff and otherwise assisting the Chair in all matters conducive to the efficiency and harmony of the department and its relationships with service departments and University administration.

The position calls for someone with intelligence, tact and initiative, capable of working authoritatively with a variety of people. Applicants should have a university degree and/or considerable administrative experience, preferably at this University. Computer familiarity is desirable. Salary is based on experience. The position has 496 Hay points. Current salary range is \$35,735 to \$53,673 per year.

Applications, including *curriculum vitae* and the names of three referees, should be forwarded to: Dr RA Silverman, Chair, Department of Sociology, University of Alberta, Edmonton, Alberta T6G 2H4. Deadline: 22 May 1992.

#### ADMINISTRATIVE PROFESSIONAL OFFICER, STUDENT PROGRAMS OFFICE, FACULTY OF ARTS (HALF-TIME)

Applications are invited for a half-time position of Administrative Professional Officer in the Student Programs Office in the Faculty of Arts. The Faculty of Arts is one of the largest Faculties at the University, and offers 15 degree programs.

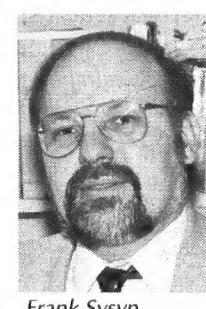
General responsibilities include admissions, program advising, convocation and academic standing assessment for a portion of the Faculty's students, and responsibility for the administration of Honors programs.

Applicants must have proven administrative and organizational abilities and effective communication skills. Familiarity with admission policy or student records, knowledge of the University's administrative structure, and familiarity with computers would be assets.

This half-time position has 417 Hay points. The usual work period would be 2 1/2 days each week; the specific schedule is negotiable. The salary range is \$16,566 to \$24,846 per year.

Starting date: 1 July 1992 (or sooner depending on the availability of the successful candidate).

Applications, including a résumé and the names of three referees, should be sent to: Dr HW Connor, Associate Dean, Faculty of Arts, 6-7 Humanities Centre, University of Alberta, Edmonton, Alberta T6G 2E5, by 4 pm, Monday, 25 May 1992.



Frank Sysyn

**ASSISTANT BUSINESS LIBRARIAN, HUMANITIES AND SOCIAL SCIENCES LIBRARY**

The University of Alberta Libraries invites applications for a half-time position participating in a job sharing position of Assistant Business Librarian, Humanities and Social Sciences Library. This is a part-time, one year contract position at a Librarian I-III range with the possibility of renewal.

Reporting to the Business and Economics Librarian, this position provides reference and information service for all subject areas of business administration and has collection development responsibilities in assigned areas of business administration. Other duties include computer searching, liaison with faculty and bibliographic instruction.

The successful applicant will have an accredited degree in Library Science; an undergraduate degree in the social sciences or business, and/or previous business reference experience, is preferred. Knowledge of computer applications in libraries and of database searching would be an asset.

Candidates should send their *curriculum vitae*, transcripts of academic records, and the names of three references by 22 May to: BJ Busch, Associate Librarian (Academic and Information Services), Cameron Library, University of Alberta, Edmonton, Alberta T6G 2J8.

**SUPPORT STAFF**

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. Due to publication lead time and the fact that positions are filled on an ongoing basis, these vacancies cannot be guaranteed beyond 8 May 1992. For a more up-to-date listing, please consult the weekly Employment Opportunities Bulletin and/or the postings in PSSR. Positions available as of 8 May 1992.

**The salary rates for the following positions reflect adjustments in accordance with the new classification system and pay plan.**

CLERK STENO (Grade 5) (Part-time), Drama, (\$1,484 - \$1,838) (prorated)

SECRETARY (Grade 5), Dental Health Care, (\$1,855 - \$2,298)

SECRETARY (Grade 5), Ophthalmology, (\$1,855 - \$2,298)

ADMINISTRATIVE CLERK (Grade 6), Housing and Food Services (Personnel), (\$2,029 - \$2,530)

ACCOUNTS CLERK (Grade 6), Housing and Food Services (Finance Division), (\$2,029 - \$2,530)

OFFICE SERVICES SENIOR CLERK (Grade 7) (Term to 31 December 1992), Forest Science, (\$2,210 - \$2,769)

ADMINISTRATIVE ASSISTANT (Grade 8), Anaesthesia, (\$2,389 - \$3,011)

*The following positions retain salary rates in accordance with the previous classification system and pay plan.*

CLERK STENO II (Trust/Term to 31 March 1993), Physical Education (Fitness Unit), (\$1,213)

DEPARTMENTAL/EXECUTIVE SECRETARY (Trust), Medicine (Cardiology), (\$1,966 - \$2,530)

**ACCOMMODATIONS AVAILABLE**

VICTORIA PROPERTIES - Experienced, knowledgeable realtor with Edmonton references will answer all queries, and send information. No cost or obligation. Call (604) 595-3200, Lois Dutton, Re/Max, Ports West, Victoria, BC.

VISITING TORONTO? Stay in our restored downtown home. Minutes to University of Toronto. Weekly rates with kitchen/living room from \$290. Bed and breakfast from \$50 daily. Ashleigh Heritage Home, (416) 535-4000.

RENT - Greenfield, fully furnished, split level. 15 minutes - campus, close to Derrick Golf Course, French immersion school. Three bedrooms, den, garage. 1 July, one year, \$1,150. Western Relocation, 434-4629.

RENT - Oliver, new, upscale condo. Three storey, three bedroom, family room, garage, available immediately, \$1,500. Western Relocation, 434-4629.

RENT - Spectacular view, executive condo, high style. Completely renovated marble, hardwood, silk wallcoverings. Must be seen. 1 August, \$1,775, Western Relocation, 434-4629.

RENT - Le Marchand, executive living. River view, two bedrooms, immediate. \$1,475. Western Relocation, 434-4629.

RENT - Furnished, two bedroom house, near University. 1 July 1992 - 1 July 1993. \$750/month. 435-2154.

RENT - Three bedroom bungalow, furnished. Ten minutes to University, \$900/month plus utilities. Owners on study leave from 1 July 1992 to 30 June 1993. Call 492-5980 (work) 453-3392 (home).

RENT - Deluxe, fully furnished, one bedroom condo, 18th floor, river view, pool, sauna, adjacent to campus. Available 1 June, 492-3633, 433-4136.

RENT - Saskatchewan Drive. Executive, five bedroom, three fireplaces, two storey, overlooking river valley. Four-car garage, jacuzzi, great dining room. 1 July, \$2,200 per month. 488-7425.

RENT - Windsor Park, house, garage, non-smoking. Available August, \$1,450 monthly, 481-6900.

RENT - Three bedrooms, 1,400 square feet, in Riverbend. Two fireplaces, basement developed, bedroom, family room, three baths, five appliances, double garage. \$1,200/month. Two more properties near University. Alice, 445-0930.

SALE OR RENT - Luxury two bedroom condo on Saskatchewan Drive, river valley, city view, air conditioned, five appliances, underground parking, \$190,000 or \$1,500 per month. Alice, Sutton Group, 445-0930.

SALE - Riverbend, 1 1/2 storey, reduced. Shows beautifully, three baths, bright kitchen, hot tub. Across from school. Sherry Mailo, Re/Max, 438-7000.

SALE - Bungalow, Grandview, \$225,000, 1,660'. Finished basement, many extras, cul-de-sac. Sherry Mailo, Re/Max, 438-7000.

SALE - Grandview bungalow, \$259,900, 1,900'. Totally redone upstairs, basement, four bedrooms, family room, three baths. Sherry Mailo, Re/Max, 438-7000.

SALE - Grandview bungalow, \$267,000, 2,000'. Ravine view property, finished basement, three fireplaces, sun room. Sherry Mailo, Re/Max, 438-7000.

SALE - \$102,500, two bedroom bungalow. Like new, fully finished basement. Sherry Mailo, Re/Max. 438-7000.

SALE - \$139,900, 1,660' bungalow, shows like new. Pie lot, hot tub, west facing backyard. Sherry Mailo, Re/Max. 438-7000.

SALE - University area, two bedrooms plus den, immaculate, just listed. Sherry Mailo, Re/Max 438-7000.

SALE - Large two storey, four bedroom, quality built home in beautiful Lansdowne location. Ed Robinson, Royal LePage, 437-7480.

SALE - Bungalow in Malmo, three bedrooms up, finished basement, fireplace, new carpets, double garage, \$139,900. Raymond Cheng, Royal LePage, 438-4700.

SALE - Four bedroom bungalow in most desirable neighborhood. Two double garages, big yard, four-person jacuzzi, \$185,900. Raymond Cheng, Royal LePage, 438-4700.

RENT - July and August, fully furnished, two storey house. Three bedrooms, six appliances, quiet and convenient location in Blue Quill. No pets, \$1,100/month, \$1,100 deposit. 436-0562.

RENT - Belgravia, walk to campus. Furnished, three bedroom bungalow, no smokers, no pets. September 1992 to May 1993, \$1,150/month. 437-6529 after 5 pm.

RENT - Belgravia two storey, furnished. Four bedrooms, study, basement bedroom, 2 1/2 baths, family kitchen, fireplace. September 1992 - June/July 1993. \$1,200/month. 438-2741.

RENT - Two storey, four bedroom house. One-half block from Mill Creek Ravine. Furnished or unfurnished. Two years, 1 September, nonsmoker, no pets, \$1,100. 433-9454.

RENT - Riverbend, four bedrooms, family room, finished basement. Near bus, park, schools, \$1,200/month. 1 July 1992, one year lease. 430-6802.

RENT - New executive 1,200' two bedroom. Superb city, river valley view, close to all amenities, University. 1 1/2 jacuzzi bath, five appliances, fireplace, garage. Tennis, golf course, four blocks. Immediate. 468-1579.

SALE - University area luxury condo. Two storey, two bedroom, 11160 83 Avenue. Reduced price! Must sell now. 433-6721.

RENT - Large, remodelled, older home. Available 1 June. Walk to University. \$900/month, includes utilities. Call 432-0114, 439-0954.

RENT - Bungalow, walking distance to University. July to 13 August. 439-3223.

RENT - Lovely, large, four bedroom, country home in parkland setting. Many features. Close to schools, skating and services. 20 minutes west on pavement. 963-5630.

RESPONSIBLE INDIVIDUAL(S) to rent two bedroom house. Furnished (includes piano), in Strathcona. \$500/month. 1 September 1992 - 30 April 1993. References requested. (403) 468-1129 or (604) 385-1889 (collect).

SALE - Pleasantview. Lovely cul-de-sac near University. Two storey, four bedrooms, huge artist's studio/family room, jacuzzi. Attached garage, beautifully treed lot. Vendor moving. Call Esther Miller, Canada Trust Realty, 483-0601.

SALE - Lakefront, Pigeon Lake. Well designed, five-year-old home. \$169,900. Denise Rout, Spencer Realty. 435-6355, 435-0808.

SALE - Penthouse condo, 9929 Saskatchewan Drive. Superb river valley views, tastefully decorated. Denise Rout, Spencer Realty, 435-6355, 435-0808.

SALE - University character house, two plus two bedroom, fireplace, 10742 75 Avenue, \$126,000. 439-8324.

SALE - Belgravia, charming semi-bungalow, immaculate condition, \$159,900. Three bedrooms, 1 1/2 baths, separate living and

dining rooms, hardwood floors, newly refinished basement. Lovely mature lot, close to campus, school, park. 438-5329.

SALE - Well maintained, five bedroom, two storey overlooking river valley. Walk to University and hospital. Huge lot, park-like setting. Great family home. Joan Lynch, Re/Max Real Estate, 438-7000, 433-9025.

RENT - Pleasant bungalow in private garden. Two bedrooms up, one down. 121 Street, Oliver district \$750/month. Twelve minutes to University. 451-4318 (work) 483-4863 (home).

RENT - Walk to University, executive, two bedrooms, den, five appliances, fireplace, underground parking. No pets, \$1,050/month, immediate. 481-3513.

RENT - 1 July, University area. Three bedroom, semi-bungalow, double garage, pie lot, \$765. 438-0213.

RENT - Petrolia bungalow. Furnished, three bedrooms, 2 1/2 baths, study, seven appliances, mature landscape. Overseas posting 1 August 1992-1993. No pets, nonsmokers, references. \$1,000/month. 436-6387, 492-5048 (Margaret).

RENT - Luxury lakefront home, Pigeon Lake (one hour to Edmonton). Available 14 June - 3 July. 492-5176, 444-7295.

RENT - Lovely, furnished three bedroom Glenora home. Seven minutes to University. Two bathrooms, family room, hardwood, fireplace, six appliances, garage, landscaped. Lease negotiable. Possession 20 August 1992, \$1,050/month. 453-2066 evenings.

RENT - Three bedroom, bi-level. 1 1/2 baths, four appliances. 3520 49 A Street. 1 July, \$820, nonsmoking, no pets, references, year. Carol, 461-2674.

RENT - Cozy basement suite, steps from University. Private entrance, laundry, optional parking. \$400/month plus \$300 damage deposit, immediate occupancy. Phone 439-8495 after 6 pm.

SALE - Belgravia beauty! Elegant, five bedroom plus main floor den, family room. 46 x 130 foot lot. Spacious 2,700' home on quiet tree-lined street. Please call Nancy Steen, Re/Max, 426-4461, 498-1865.

SALE - Walk to University. Two bedroom, den, two baths. Riverwind resale. Magnificent city centre/river valley view. State-of-the-art energy efficient. Priced \$20,000 below new units! Nancy Steen, Re/Max, 426-4461, 498-1865.

**ACCOMMODATIONS WANTED**

FAMILY REQUIRES three bedroom home with finished basement near the University. Sherry Mailo, Re/Max, 438-7000.

MATURE University employee available to house-sit, previous experience. Phone Joanna, 433-8668 or 492-6365.

VISITING PROFESSOR needs two bedroom accommodation to rent/house-sit. July only, nonsmoker. Abe, 492-3678.

RENT - Cottage. University of Alberta professor and three kids (9-12) looking for cottage/cabin for last three weeks in August. 492-3915, 436-0732.

SABBATICAL? Extended trip? Need house sitters? We are available to house-sit. References available. Elaine (BA, BEd) 436-4487 evenings.

**GOODS FOR SALE**

CASH PAID FOR APPLIANCES, 432-0272  
INGLIS WASHER and dryer, almond, \$475. 436-1768.

WINTER PARKA with wolverine trim, large, never used, \$85. Dresser, three mirrors, nine drawers, classic, brass decorated, \$385. 436-1768.

ZEISS CONTAX IIa rangefinder camera, extra lenses and accessories, excellent condition, \$375. Zeiss Icarex S camera, extra lenses and accessories, \$200. Smith Corona electric typewriter, Cordomatic 2000, hardly used, \$175. 436-1768.

ANTIQUE dining room suite. Six chair hutch china cabinet, early '30s. Offers. Carol, 461-2674.

#### AUTOMOBILES

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COLOUR DRAWINGS by George Samuel, retiring English professor. Serendipity Shop, 9860 90 Avenue. 9 May - 6 June. Hours: 10 am - 5 pm Tuesday-Saturday; 10 am - 8 pm Thursday.

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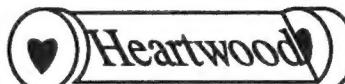
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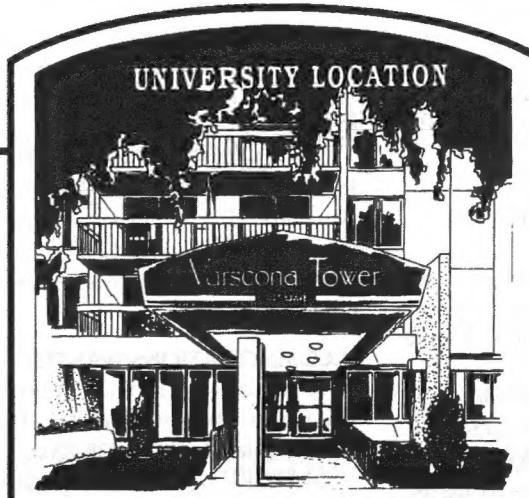


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